

**RECESSED MEETING
JANUARY 11, 2007**

The Ashland Board of Commissioners met in Recessed Session in the Commissioners' Chambers, City Building, Ashland, Kentucky, on Thursday, January 11, 2007, at the hour of 9:00 AM. Those present were Commissioners: Larry Brown, Kevin Gunderson, Paula Hogsten, Cheryl Spriggs and Mayor Stephen E. Gilmore, who presided. Also present were: Randy Robertson, City Manager; Richard W. Martin, Corporation Counsel; Deborah Musser, City Clerk; David Sloan, Fire Chief; Captain Don Petrella, Acting Chief of Police; Greg Rice, Director of Planning and Community Development; Steve Corbitt, Director of Public Services; Tony Grubb, Finance Director; Chris Pullem, Economic Development Director; Sean Murray, Parks/Recreation Director; and Michelle Merchant, ABC/Insurance Administrator.

Commissioner Hogsten requested a report from Director of Public Services Corbitt about the contingency plan for operation of the water and wastewater treatment plants if the required number of certified employees could not be maintained.

Director of Public Services Corbitt explained the contingency plan: shut down the lab, use other operators assigned to other duties, such as maintenance, be scheduled for plant operation. The plant maintenance could be done by contract. Mr. Corbitt explained that 55 lab tests are required and the closest facility is either Pikeville or Morehead. This type of arrangement previously cost over \$60,000 while Ashland went through the process to get our lab certified.

He reviewed the salary information compiled from a market study of area licensed operators as well as other second class cities. The request recommends additional compensation for class IV operators to a minimum of \$32,500 with adjustments for time in grade. It takes a minimum of four (4) years for an operator to get certified as Class IV and requires re-certification hours after receipt of the license.

One operator has already resigned to go to work for American Water. Other operators have had interviews. The City cannot compete with higher salaries offered there. The adjustments requested would bring operators more in line with the market rate.

There was discussion about firms available to take over operation of the plant. This would be costly. The last two advertisements for operators only had two applicants for one and one applicant for the other.

Salaries have previously been adjusted due to the small number of certified operators available in the job market.

Commissioner Brown asked about the need for a budget adjustment. Director of Public Services Corbitt explained the recent retirement of an employee in the utility retirement system would result in savings due to the high percentage of the City's contribution in that retirement system.

MOTION

Motion was made by Brown, seconded by Hogsten, to make the salary adjustment for water plant employees as proposed, contingent upon signing a commitment contract for an additional three (3) years of service. Upon roll call, voting aye were Commissioners Brown, Gunderson, Hogsten, Spriggs and Mayor Gilmore. Nay - none. Motion passed.

RECESSED MEETING JANUARY 11, 2007
DISCUSSION CONTINUED

POSITION	SALARY	+2 years In Grade	+4 years In Grade	+6 years In Grade	+8 years In Grade
Superintendent	\$20.868	\$21.368	\$21.868	\$22.358	\$22.868
Chief Operator	\$18.088	\$18.588	\$19.088	\$19.588	\$20.088
Maintenance Technician	\$17.227	\$17.727	\$18.227	\$18.727	\$19.227
Lab Technician	\$16.406	\$16.906	\$17.406	\$17.906	\$18.406
Water Plant Operator IV	\$15.625	\$16.125	\$16.625	\$17.125	\$17.625
Water Plant Operator III	\$13.221	\$13.721	\$14.221	\$14.721	\$15.221
Water Plant Operator II	\$10.817	\$11.317	\$11.817	\$12.317	\$12.817
Water Plant Operator I	\$9.115				

EXECUTIVE SESSION

Motion was made by Gunderson, seconded by Hogsten, to go into Executive Session at 9:46 AM to discuss an individual personnel matter. Upon roll call, voting aye were Commissioners Brown, Gunderson, Hogsten, Spriggs and Mayor Gilmore. Nay - none. Motion passed.

RECONVENED

The meeting reconvened at 9:55 AM and Mayor Gilmore announced that the only item discussed was an individual personnel matter with no final action taken.

DISCUSSION – 9:55 - 10:03 AM

Mayor Gilmore requested input on the process to select the Chief of Police. All members had reviewed the list of candidates recommended by the Citizen Panel and other applicants. There was discussion about methods used to select the top candidates. The consensus was reached to phone interview the top 5 plus 2 additional.

EXECUTIVE SESSION

Motion was made by Gunderson, seconded by Spriggs, to go into Executive Session at 10:03 AM to discuss an individual personnel matter. Upon roll call, voting aye were Commissioners Brown, Gunderson, Hogsten, Spriggs and Mayor Gilmore. Nay - none. Motion passed.

RECONVENED

The meeting reconvened at 11:15 AM and Mayor Gilmore announced that the only item discussed was an individual personnel matter with no final action taken.

OTHER DISCUSSION

Commissioner Gunderson asked about the National League of Cities trip to Washington. Mayor Gilmore stated plans were being made to meet with Congressmen McConnell, Davis and Bunning.

City Manager Robertson reported that Strand would be making a report at the regular meeting on January 18 on the combined sewer overflow (CSO) project.

ADJOURNMENT

Mayor Gilmore declared the meeting adjourned at 11:25 AM.

STEPHEN E. GILMORE
MAYOR

ATTEST:

DEBORAH MUSSER
CITY CLERK